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Thursday, June 9. 10 A.M. and 1:30 P.M.

Subject: The value of swamp and shore areas and their utilization as fish and game preserves, for the cultivation of aquatic animals and plants, as reservoirs of food for aquatic animals, and as nurseries for young fish. Consideration may also be given to the additional value of submerged lands in relation to food control, forestry, agriculture and sanitation.

On Thursday evening there will be a special meeting for consideration of the opportunities and needs of research stations.

Friday, June 10. 10 A.M. and 2 P.M.

Subject: Organization of effort to determine what plans of procedure may be immediately followed to further progress in conserving resources of interior waters.

The discussion may be from the points of view of cooperation in scientific research, the training of men to prosecute investigations, the education of the public, the reconciliation of conflicting group interests, the union of effort to secure adoption of appropriate conservation measures, and the possibility of periodic gatherings for promotion of harmonious action.

Through the cordial cooperation of a local committee, special arrangements will be made for utilization of the intervals between meetings in interesting demonstrations pertaining to the topics of the conference, in trips to neighboring points of interest, or in other means of diversion and recreation.

Throughout the conference meals will be served at a small charge based upon actual cost in the dining room of the Biological Station. Lodging without charge will be available in the laboratory or in tents or other temporary quarters. The nearest hotels are found in Muscatine, Iowa, a distance of 8 miles and Davenport 20 miles from Fairport.

All persons expecting to attend are advised to communicate in advance with R. L. Barney, Director of the Fisheries Biological Station, Fairport, Iowa, or J. E. Krouse, Davenport, Iowa, Chairman; Local Committee on Ar-

rangements, in order that suitable reservations may be made for accommodations.

R. E. COKER,  
V. E. SHELFORD,  
J. E. KROUSE,  
A. S. PEARSE,  
F. A. STROMSTER,  
R. L. BARNEY,

*Committee on Organization*

### SCIENTIFIC EVENTS

#### THE AMERICAN ENGINEERING COUNCIL AND MR. HOOVER

THE American Engineering Council of the Federated American Engineering Societies met on April 16 at the Engineers Club of Philadelphia. Members attending were: Herbert Hoover, president; Calvert Townley, vice-president, representing A. I. E. E.; J. Parke Channing, vice-president, representing A. I. M. M. E.; E. Ludlow, president A. I. M. M. E.; F. J. Miller, past president A. S. M. E.; M. L. Cooke, Taylor Society; Wm. McClellan, A. I. E. E.; A. S. Dwight, A. I. M. M. E.; A. M. Greene, A. S. M. E., dean of the School of Engineering, Troy Polytechnic Institute; S. H. McCrory, A. S. Agricultural Engineers; W. W. Varney, Baltimore Engineers Club; J. F. Oberlin, Cleveland Engineering Society; O. H. Koch, Technical Club of Dallas; D. S. Kimball, vice-president, dean of School of Engineering, Cornell, A. S. M. E.; Gardner S. Williams, Engineering Society of Grand Rapids; C. F. Scott, A. I. E. E., School of Engineering, Yale University; W. B. Powell, Buffalo Engineering Society; W. E. Rolfe, vice-president, Associated Engineering Societies, St. Louis; L. B. Stillwell, A. I. E. E.; L. P. Alford, A. S. M. E.; H. W. Buck, past president A. I. E. E.; E. S. Carman, A. S. M. E., Cleveland; Philip N. Moore, A. I. M. M. E., Washington.

Mr. Hoover resigned the presidency, giving as his reasons the fact that the American Engineering Council by its constitution was necessarily engaged in furthering national activities which involve legislation; and that he as a member of the executive branch of the government could not consistently direct such

activity as an officer of the council. The council, in a resolution of regret at Mr. Hoover's retirement, voted its appreciation of his leadership during the organization period of the council and his initiation of policies and effort.

A dinner, arranged in honor of Mr. Hoover by the Engineers Club of Philadelphia, representing more than 4,600 engineers in the Philadelphia District, was the culminating event of the meeting. Guiliaem Aertsen, president of the club, presented Mr. Hoover with a certificate of honorary membership, which read: "The Engineers Club of Philadelphia, by unanimous vote of its directors, in council, the eleventh day of November, 1919, desiring to express its fullest appreciation of the eminence attained by him in the field of engineering, and his great service to humanity, hereby confers upon Herbert Hoover honorary membership with life tenure of all the rights and privileges thereto belonging."

The addresses made by Mr. Hoover and Dean Dexter S. Kimball, of Cornell University, are printed above. Speeches were also made by Wharton Pepper, Esq., Col. William A. Glasgow and John C. Trautwine, Jr.

#### THE CLASSIFICATION AND SALARIES OF GOVERNMENT EMPLOYEES

A BILL providing for reclassification of government employees was offered in the Senate on April 18 by Senator Smoot of Utah. The bill has been drafted by Senator Smoot after a conference with other members of the senate appropriations committee and with efficiency experts of the government.

The bill provides eighteen grades in the government service, with salaries ranging from \$360 to those above \$7,500. It is provided that the head of each department and establishment shall, under rules and regulations prescribed by the president, allocate the positions in each department or establishment to grades in accordance with the schedule contained in the bill.

The head of each department and establishment within the salary range of the popular grade will determine the salary to be paid

each employee by comparing his efficiency with the average efficiency of all employees assigned to the same work, or, if no other employees are engaged upon the same or comparable work, by comparing the efficiency of the employees with the efficiency which reasonably should be expected.

The salaries of all employees in each department or establishment fixed in accordance with the proposed law shall become effective on the first day of the third month following the date of approval of the act, and no employee shall thereafter be paid a salary exceeding the maximum rate or less than the minimum rate prescribed for the grade to which his position is allocated.

The upper eight grades are defined as follows:

*Grade 11*—Salary range, \$2,460 to \$3,000. The number of classes of employment is eighteen, ranging from supervision of and laying out of the work of a group dealing with tariff rate questions to the engraving on copper plate of topographic maps or similar work where there is much technical detail, repairing defective and worn plates.

*Grade 12*—Salary range, \$2,700 to \$3,300. The number of classes, seven, ranging from responsibility for the accounting work of a small government accounting organization to the construction and suggestion of improvements and new designs in instruments of precision, requiring familiarity with practical astronomy.

*Grade 13*—Salary range, \$3,000 to \$3,600. The number of classes of employment, eleven, ranging from the supervisor of an entire system of accounts in a large office to the administrative control over the clerical force of a large independent establishment or a major bureau or division of a department.

*Grade 14*—Salary range, \$3,300 to \$3,900. Three classes of employment, directing editorial work of a department and being responsible for the conduct of a minor subdivision of a technical, scientific or professional organization, and designing and constructing instruments of precision.

*Grade 15*—Salary range, \$3,600 to \$4,500. The number of classes, ten, ranging from the supervision and responsibility for accounting work of an organization requiring extensive accounting operations to the responsibility of receiving and